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Faculty Affairs Committee Minutes

College of Liberal Arts Minutes and Reports

2-7-2019

Minutes, Faculty Affairs Committee Meeting, Thursday, February 7, 2019

Faculty Affairs Committee
College of Liberal Arts, Rollins College

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Faculty Affairs Committee Approved Minutes for Feb. 7, 2019

Members in Attendance:

Shan-Estelle Brown, 2017 – 2019, Social Science Rep
Chris Fuse, 2017 – 2019, Chairperson
John Grau, 2018 – 2020, Expressive Arts Rep
Ben Hudson, 2018 – 2020, Humanities Rep
Jill Jones, 2018 – 2020, At-Large Rep
Emily Nodine, 2017 – 2019, Science Division Rep
Jenny Cavanaugh, Dean of Faculty, Ex-Officio

Other Attendees:

Amy Sugar, IT

12:31 Meeting called to Order

Secretary: Ben Hudson

1. Amy Sugar's visit to discuss FITI grants
 - a. Advertisements and marketing? Liaise with Nancy Chick
2. Grant Reviews – Redux
 - a. Concerns about grant review blindness and mentoring new faculty
 - i. Possibility of including mentorship in existing New Faculty Development programs
 - ii. Concerns about technological set up
 1. Make questions available outside of electronic submission portal
 - iii. Value of blindness? A transparent veil with such a small faculty and questions on the submission portal about "Relevant Exp"?
 - b. Discussion about procedural split of FAC to create a standalone Grants committee
3. Racial and Sexual Bias in CIEs
 - a. Request for FAC to draft document reminding FEC and other administrative agents of the various biases associated with CIEs -- DO THIS BEN
 - b. Larger concern about CIEs and their language, questions, etc.
 - i. Discussions about encouraging faculty to use class time
 - ii. Desire to request Paul Harris and Nancy Chick's attendance at a future FAC meeting to strategize ways to revolutionize and make equitable our CIEs and receive institutional history of their creation
 1. Simple operational procedures to make them better?
 - a. Expected GPA and Actual GPA as potential columns?
 - b. Windows for dates of completion—within FAC's purview (confirmed by Karla)
 - iii. Jenny's experience that the CIEs are overwhelmingly positive

- iv. Concerns that CIEs are a useful administrative tool for departments—but questions about how they're otherwise used
- 4. Discussion about Governance Structure
 - a. Concerns about a place for staff and student voices on governance
 - b. Questions about spaces for junior faculty on standing committees in tenure cases within depts. which have standing committee requirements
 - c. Responsibilities of Divisional Representatives
 - i. Contact with faculty of division at start of each semester?
- 5. Discussion of Alternative Compensation for Olin Library Faculty
 - a. From Wenxian: Olin Library faculty members had a conversation before winter break and reached group consensus about faculty compensation that I post below. Since librarians do not normally teach credited courses but still are contributing members of Rollins faculty, we believe an alternative form of compensation should be considered for those librarians who performed extra service work for our community of learners.
 - b. *"Regarding the ongoing discussion of alternative forms of faculty compensation, the Olin Library faculty members collectively request consideration for a policy that would allocate stipends equivalent to a course release for any librarian taking on a service role otherwise eligible for a course release as compensation beyond base pay."*
 - c. FAC votes to send this on to EC with approval
- 6. Endowed Chair Policy Review from EC
 - a. EC's questions about those who received Chairs on a 2-year contract
 - b. FAC discussion seems to favor that, because the terms of these chairs were always 2 years from the moment of application, these faculty will reapply to enter the revised 3-tier structure of Chairs

Meeting adjourned at 1:45pm